

What is claimed is:

1. An allowance calculation program to be processed with a personal computer for reflecting computer-processed personal valuation result on the calculation of allowances such as the wage based on job valuation, the bonus, the annual salary and so forth, wherein the total allowance is preliminarily set for each of personal valuation subject groups such as those of the same job classes and job kinds, and the values of valuation mark of each valuatee based on the personal valuation as ability-wise index, seniority-wise index such as the basic allowance, past allowance as past valuation result and so forth are inputted to the personal computer for processing to calculate the allowance to be paid to each valuatee.

2. The allowance calculation program according to claim 1, wherein in the calculation of the allowance top be paid to each valuatee in an allowance range of each of predetermined personal valuation subject group, adjustment constants for adjusting the degree of influence on the final result of valuation are added to the values of valuation mark as ability-wise index, the seniority-wise index such as the basic allowance, the past allowance as past valuation result and so forth.

3. The allowance calculation program according to

claim 1, wherein the allowance to be paid to each valuatee is displayed on the screen of a computer.

4. An allowance calculation program to be processed with a personal computer such as to obtain reflection of the personal valuation result on the calculation of the allowance such as the wage based on job valuation, the bonus, the annual salary and so forth, wherein:

the personal computer is programmed such that it functions as:

a first computing means for obtaining the product of the total valuation mark of each valuatee in the personal valuation and the seniority-related value related to the age, the continuous service years and so forth of each valuatee, a second computing means for calculating the tentative allowance based on the sole pertinent term personal valuatee by multiplying the product obtained by the first computing means by the allowance calculation obtained by dividing the total allowance for each of predetermined personal valuation subject groups by the sum of the overall valuation marks, a third computing means for calculating the pertinent term allowance change by multiplying the difference between the tentative allowance and the past allowance by the ratio between the past total allowance and the pertinent term total allowance, and a forth computing means for calculating the allowance for

each valuatee by adding the pertinent term allowance change to the past total allowance.

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